

ASX Announcement 14 October 2025

2025 AGM Chair and CEO Address

Sydney, 14 October 2025 – Atturra Limited (ASX: ATA or “**Atturra**”) attaches the following documents in relation to the FY2025 Annual General Meeting, scheduled to be held on 14 October 2025:

- Chairman’s Address; and
- CEO Address.

- ENDS -

This announcement has been authorised for release by the Board Chair of Atturra Limited.

About Atturra:

Atturra is an ASX-listed technology business providing a range of enterprise advisory, consulting, IT services and solutions with a focus on local government, utilities, education, defence, federal government, financial services and manufacturing industries. Atturra has partnerships with leading global providers including Boomi, Cisco, Denodo, HP, HPE, Infor, Microsoft, Nuix, OpenText, QAD, SAP, Smartsheet, and Snowflake, and its clients are some of the largest public and private sector organisations in Australia. For more information visit: www.atturra.com.

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atturra

Atturra Limited

Annual General Meeting

14th October 2025

Chairman's Address

Atturra Financial Highlights

Atturra FY25 Results

\$300.6m

Revenue

\$31.5m

Underlying EBITDA*

\$91.6m

Cash – strong Balance Sheet
and well placed to acquire

\$19.6m

Underlying NPATA



Revenue growth of 24% on pcp



Underlying EBITDA growth
of 24% on pcp



Underlying NPATA growth
of 20% on pcp



One-off extraordinary
restructuring cost of \$2m
in Sep 2025

* Underlying EBITDA is a financial measure which is not prescribed by the Australian Accounting Standards (AASBs) and represents profit under AASBs adjusted for specific items, including capital raising costs, share based payments, merger and acquisition (M&A) transaction costs and retention costs.

Business Philosophy

Continue to focus on growth while delivering a sustainable margin.



Growth Philosophy

REVENUE GROWTH

20%+

per annum targeting a mix of both organic and inorganic



Investment Philosophy

IS TO FOCUS ON:

10.5%+

Underlying EBITDA* margin and investing consistently into business growth and IP

* Underlying EBITDA (uEBITDA) is a financial measure which is not prescribed by the Australian Accounting Standards (AASBs) and represents profit under AASBs adjusted for specific items, including capital raising costs, share-based payments, merger and acquisition (M&A) transaction costs and retention costs.

FY26 guidance

\$384M+
Revenue Forecast

\$40.3M+
uEBITDA Forecast

* FY26 guidance includes Blue Connections as per ASX announcement from 31 July 2025

ESG Position

After substantial growth this year, including the acquisition of six businesses, Atturra is working towards embracing all features of the future, not just in technology.

Our Sustainability behaviours are aligned to the following 5 Pillars



**Ethics &
Governance**



**People &
Culture**



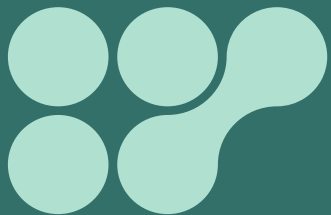
**Protecting
our workplace
& clients**



**Community
support**



**Environmental
accountability**



Stephen Kowal

CEO

Leads an experienced and dedicated leadership team



WITH

1200⁺ staff

Across Australia, NZ, Singapore & Hong Kong

CEO Address

Business Strategy

Atturra aims to be Australia's leading advisory and IT solutions provider. We are working towards this by delivering on our key objectives.



Industry Strategy

- ✓ Deep industry capabilities
- ✓ Industry specific IP
- ✓ Expansion into Natural Resources



- ✓ Sales differentiation
- ✓ Low client churn
- ✓ Stable predictable revenue streams



Technology Strategy

- ✓ High-growth technologies
- ✓ Specialist and niche-technologies
- ✓ Expand into Enterprise Solutions



- ✓ Benefit from above market growth
- ✓ Provides a level of pricing power
- ✓ Increase in market size

← Built on an end-to-end managed services capability →

Integration status

Atturra's strategy is to integrate acquired businesses and maximise the common processes. Below are all acquisitions since July 2024.

FINANCE SYSTEM	HR SYSTEM	CRM, TIMESHEET	REBRAND
Exent			
Fully migrated	Fully migrated	Fully migrated	Done
Chrome Consulting			
Fully migrated	Fully migrated	Fully migrated	Done
Plan B			
Fully migrated	Fully migrated	Fully migrated	Done
ComActivity			
Fully migrated	Fully migrated	Fully migrated	Done
Kitepipe			
March '26	Fully migrated	March '26	Oct-25
DalRae Solutions			
March '26	Fully migrated	March '26	Jun-26
Blue Connections			
Oct '26	December '25	Oct '26	Jun-26

FY26

FINAL STEPS TO FULL INTEGRATION



Integrate all completed acquisitions within FY26



Integration costs forecast for FY26

\$1.4m related to restructuring, rebranding and systems – this includes \$500k for Blue Connections

Atturra's Key IP Offerings

Scholarion™ Student Information System



WHAT IS IT?

Cutting-edge student information system (built on Microsoft D365), supports variety of workflow systems and approvals.

12 modules in total, can be licensed to other schools and tailored.

Will be a key enabler for digital transformation within the K-12 space.

WHO USES IT?

2 Licences sold in FY25, additional 2 sold in July and August. All modules due for completion before June 2026, target 6 schools.

WHAT'S THE POTENTIAL?

Significant upside potential in a market underserved for years.

ACP Atturra Cloud Platform



WHAT IS IT?

An end-to-end cloud-hosted offering in a ready-built, secure environment optimised for multiple solutions.

Offers various financial and strategic benefits for organisations of all sizes.

Scalable and flexible with various options to suit different needs.

WHO USES IT?

Boomi ACP has over 20 clients since launch, and together with other solutions Atturra have 35 ACP clients in FY25.

WHAT'S THE POTENTIAL?

Global offering depending on which solution.

Progress

BUSINESS PROGRESS

Atturra's IP Offering business started in FY24 and includes Scholarion™, ACP and some other smaller in house developed products around our integration and ERP business. Grown from under \$200K to \$1.179M in FY25. This revenue from IP excludes associated services revenue and is forecast to continue to grow over 100% in FY26.

WHO USES IT?

A range of clients, approximately one third of all new IP clients were new clients to Atturra.

WHAT'S THE POTENTIAL?

Atturra's IP Offering has significantly higher Gross Margin than Atturra standard services, and IP based revenue is primarily recurring.

Formal Business

How to ask a question

To ask a written question select the **Q & A icon**

Select the **topic** your question relates to from the drop-down list

Type your question in the text box and press the send button

To ask a verbal question follow the instructions below the broadcast window

The screenshot displays a user interface for asking questions. At the top, there are four navigation icons: a monitor for 'Broadcast', a document for 'Vote', a speech bubble for 'Q & A' (which is highlighted with a purple underline), and a folder for 'Documents'. Below the navigation bar is a large text input area with the placeholder text 'Your question(s)'. Underneath this is a smaller text box with the instruction 'You may enter a question using the field below.' followed by a dropdown menu labeled 'Select Topic ▼'. Below the dropdown is a character count 'Questions are limited to 2000 characters.' and a text input field with a 'Send' button to its right. The character count shows '0 character(s)'.

How to vote

When the poll is open, select the **vote icon** at the top of the screen

To vote, select either **For, Against or Abstain**

You will see a vote **confirmation**

To change or cancel your vote **“click here to change your vote”** at any time until the poll is closed

The screenshot displays a web interface for a virtual meeting. At the top, there are four navigation icons: a monitor for 'Broadcast', a document with a '1' for 'Vote', a speech bubble for 'Q & A', and a folder for 'Documents'. The 'Vote' tab is highlighted with a purple underline. Below the navigation is a grey header box labeled 'ITEMS OF BUSINESS'. The first item is '2A Re-elect Mr Sam Sample as a Director'. Underneath this item are three buttons: 'FOR', 'AGAINST', and 'ABSTAIN'. The 'FOR' button is highlighted with a purple border. Below the buttons is a horizontal line. The second item is '2B Re-elect Ms Jane Citizen as a Director'. Underneath this item is a green checkmark icon in a circle. Below the icon, the text reads: 'We have received your vote For' followed by a link: 'Click here to change your vote.'.

Formal Business

Financial Statements & Reports

01

Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Adoption of **Remuneration Report**

That, for the purpose of Section 250R(2) of the Corporations Act and for all other purposes, approval is given for the adoption of the Remuneration Report as contained in the Company's Annual Financial Report for the financial year ended 30 June 2025.

01 Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Adoption of Remuneration Report

That, for the purpose of Section 250R(2) of the Corporations Act and for all other purposes, approval is given for the adoption of the Remuneration Report as contained in the Company's Annual Financial Report for the financial year ended 30 June 2025.

For	Against	Open	Abstain
XX	XX	XX	XX
XX%	XX%	XX%	

02

Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Re-election of **Jonathan Rubinsztein** as Director

That Jonathan Rubinsztein, a Director who retires by rotation in accordance with the Company's Constitution and ASX Listing Rule 14.5, and being eligible offers himself for re-election as a Director of the Company, effective immediately.

02

Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Re-election of **Jonathan Rubinsztein** as Director

That Jonathan Rubinsztein, a Director who retires by rotation in accordance with the Company's Constitution and ASX Listing Rule 14.5, and being eligible offers himself for re-election as a Director of the Company, effective immediately.

For	Against	Open	Abstain
XXX	XX	XX	XX
XX%	XX%	XX%	

03

Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Approval to Issue of Performance Rights to **Stephen Kowal**

That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of 1,040,235 Performance Rights (and the issue of Shares upon the vesting of those Performance Rights) under the Company's Long Term Incentive Plan to Stephen Kowal, Director and CEO of the Company, and otherwise on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting.

03

Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Approval to Issue of Performance Rights to Stephen Kowal

That, for the purposes of ASX Listing Rule 10.14 and for all other purposes, Shareholders approve the issue of 1,040,235 Performance Rights (and the issue of Shares upon the vesting of those Performance Rights) under the Company's Long Term Incentive Plan to Stephen Kowal, Director and CEO of the Company, and otherwise on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting.

For	Against	Open	Abstain
XX	XX	XX	XX
XX%	XX%	XX%	

04

Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Ratification of Prior Issue of Placement Shares

That, for the purposes of ASX Listing Rule 7.4 and for all other purposes, the Shareholders ratify the allotment and prior issue of 934,491 shares to Chrome Consulting Pty Ltd under Listing Rule 7.1 and otherwise on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting.

04

Resolution

To consider and, if thought fit, to pass, the following resolution as an ordinary resolution:

Ratification of Prior Issue of Placement Shares

That, for the purposes of ASX Listing Rule 7.4 and for all other purposes, the Shareholders ratify the allotment and prior issue of 934,491 shares to Chrome Consulting Pty Ltd under Listing Rule 7.1 and otherwise on the terms and conditions set out in the Explanatory Statement which accompanies and forms part of this Notice of Meeting.

For	Against	Open	Abstain
XX	XX	XX	XX
XX%	XX%	XX%	

05

Resolution

To consider and,
if thought fit, to
pass, the following
resolution as a
special resolution:

Renewal of Proportional Takeover Provisions

That, for the purposes of section 648G of the Corporations Act and for all other purposes, the Proportional Takeover Provisions set out in Clause 37 of the Company's Constitution be renewed for a period of three years from the date of the Meeting.

05

Resolution

To consider and, if thought fit, to pass, the following resolution as a special resolution:

Renewal of Proportional Takeover Provisions

That, for the purposes of section 648G of the Corporations Act and for all other purposes, the Proportional Takeover Provisions set out in Clause 37 of the Company's Constitution be renewed for a period of three years from the date of the Meeting.

For	Against	Open	Abstain
XX	XX	XX	XX
XX%	XX%	XX%	

06

Resolution

To consider and, if thought fit, to pass, the following resolution as a special resolution:

Approval for **Financial Assistance of Named Subsidiary**

That, for the purposes of section 260B(1) and section 260B(2) of the Corporations Act 2001, approval is given for the financial assistance to be provided by the Named Subsidiary, in connection with the Blue Connections Acquisition, as described in the Explanatory Statement accompanying this Notice.

06

Resolution

To consider and, if thought fit, to pass, the following resolution as a special resolution:

Approval for **Financial Assistance of Named Subsidiary**

That, for the purposes of section 260B(1) and section 260B(2) of the Corporations Act 2001, approval is given for the financial assistance to be provided by the Named Subsidiary, in connection with the Blue Connections Acquisition, as described in the Explanatory Statement accompanying this Notice.

For	Against	Open	Abstain
XX	XX	XX	XX
XX%	XX%	XX%	

Conducting of the Poll

Q&A

Thank you

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